



Competition #	6906
Job Title	Vice President, Redevelopment and Infrastructure
Department	Senior Leadership
Work Type	Full-time
Affiliation	Management
Shift Assignment	As assigned
Bilingualism	Bilingualism is a strong asset
Police Check Requirement	Criminal Record and Judicial Matters Check
Site	RLHC- Management
Salary Information	\$180,000 per annum
Application Closing Date	Posted until filled

Note: compensation is in accordance with the Broader Public Sector Executive Compensation Act.

Join Northeastern Ontario's Health Care Leaders!

A dynamic and growing health care environment awaits you in Sudbury, Ontario. Surrounded by provincial parks and with 330 lakes, Greater Sudbury has over 165,000 residents and is a rich mix of urban, suburban, rural and wilderness environments that offer something for everyone. Just a one hour flight or four-hour drive north of Toronto, Ontario you can experience the balance of a supportive yet challenging career environment with a comfortable and affordable lifestyle, right in the heart of Northern Ontario's largest city.

Join a seasoned Senior Leadership Team with Health Sciences North (HSN), one of Canada's Top 40 research hospitals and Northern Ontario's largest hospital. Champion innovation in the delivery of the right care in a timely, safe and efficient way. As a teaching hospital, HSN is committed to strengthening our academic and research impact while collaborating with regional, provincial, national and international partners on research that improves health outcomes for the people of Northeastern Ontario. HSN is the tertiary care centre for Northeastern Ontario, locally affiliated with Laurentian University and NOSM University. Join a team of 4,400 employees, 600 physicians, 2,900 learners and 265 volunteers.

HSN is seeking an experienced, talented leader for the position of Vice President, Redevelopment and Infrastructure to provide strategic organizational leadership and performance oversight of HSN and HSNRI's capital redevelopment, facilities management, support services, and system infrastructure.

Under the leadership of the President and Chief Executive Officer, this leader will be a system thinker and excellent communicator with the ability to plan and implement change, and creatively achieve results. They will possess the skills and credibility to inspire employees, medical staff, local and regional partners, while managing a budget of \$53 million. The ideal candidate will have the appropriate balance of education, experience, demonstrated knowledge and personal attributes required for the role, as well as will bring VP/Director level experience from a hospital setting, and will be bilingual in English and French. Women, Indigenous, Black, Persons of Colour, persons with disabilities, 2SLGBTQIA+ persons, Francophones, and other equity-deserving candidates are particularly encouraged to apply.

Interested applicants should apply directly to requisition #6906 on the HSN Careers Website at <https://careers.hsnsudbury.ca/>. The posting will remain active until filled, however the search committee will begin reviewing applicants on December 18, 2024.

KEY FUNCTION:

Provide strategic organizational leadership and performance oversight of HSN's and HSNRI's capital redevelopment, corporate operations (Facilities Management and Support Services) and systems infrastructure.

REPORTING:

Under the general direction of the President and Chief Executive Officer.

DUTIES:

1. Oversight and accountability for the direction, coordination, and implementation of HSN's extensive capital development strategy with close collaboration with Senior Leadership, internal teams, clinical leadership, HSN Foundation, patients/families, community leaders and municipal/provincial government partners.
2. Support the improvement and maintenance of HSN's capability and capacity for the development of innovative, patient-centred support services.
3. Lead corporate infrastructure strategic and operational planning to achieve business goals by fostering innovation, prioritizing initiatives, and monitoring performance.
4. Provide ongoing capital planning and development updates and presentations to the Senior Leadership Team as well as the Board of Directors and Board Committees as required.
5. Provide strategic direction and risk management for the organization's real estate assets, its various lease arrangements and the management of those contracts, and the organizations long-term development plans.
6. Responsible for space planning across HSN including its various satellite locations.
7. Establish and maintain relationships/partnerships with external stakeholders such as Ministry branches, Ontario Health, Infrastructure Ontario, municipalities, and provincial government to advance strategic initiatives.
8. Establish and maintain third-party relationships related to the management of Health Sciences North's facility assets.
9. Oversee and administer operational requirements (i.e. budget, contract compliance, issues and performance management) within the portfolio.
10. Address issues with internal facilities staff and oversee and monitor performance of third party support service.
11. Monitor contractor compliance with contract terms and service level agreements for Hospital redevelopment projects (i.e. design, operations, and quality).
12. Monitor facility activities for compliance with obligations and best practices to provide a safe and effective hospital environment.
13. Serve as Acting CEO in the CEO's absence as required, on rotation with other designated Senior Leaders.
14. Mentor HSN's leaders in the Facilities Management and Support Service portfolio.
15. Where assigned, support in the implementation outcomes articulated in the Board-approved Strategic Plan and its key goals.
16. Support the achievement of annual targets articulated in the Quality Improvement Plan (QIP) approved by the Board.
17. Be an active member and contributor of the Senior Leadership Committee; serve as Executive-on-Call on a rotation basis with other designated Senior Leaders.
18. Promote a culture of accountability for quality, service, safety, and cost-effectiveness.
19. Support HSN's efforts to achieve and sustain an accreditation "with exemplary standing" with Accreditation Canada.
20. Guide, coach, motivate, monitor, and supervise management, develop standards, evaluate performance and make recommendations on disciplinary action as required.
21. Teach, coach and lead staff in the development and monitoring of quality indicators and improvement initiatives.
22. Engage in and foster professional development of all staff and provide opportunities for learning within budgeted resources.
23. Ensure a safe environment for patients, staff and visitors; investigate report, debrief and take or direct corrective action as required on incidents.
24. Collaborate with internal and external stakeholders/organizations/community groups to achieve program objectives, integrate and link services and foster partnerships across the continuum of service delivery.
25. Participate in education and training specific to current, relevant federal and provincial health and safety legislation, standards and guidelines.
26. Represent HSN on various committees and in meetings as required.

27. Perform other duties as required.

QUALIFICATIONS

EDUCATION AND TRAINING:

1. Minimum of a Master's Degree in Health Services Administration, Engineering, Business Administration, or a comparable field, from an accredited university or ten (10) years' equivalent experience working in a health care environment.
2. Membership with the Canadian Healthcare Engineering Society is preferred.
3. Project Management certification is preferred.
4. Ministry of Labour "Worker Health and Safety Awareness in 4 Steps" training certificate is required.

EXPERIENCE:

1. Minimum of five (5) years' experience working in a senior management role preferably within a large multi-specialty clinic, acute health care facility, or in a large multi-specialty health care environment.
2. Experience leading and implementing initiatives in a program management context.
3. Experience working in the development, implementation, and evaluation of best practice quality and safety initiatives.
4. Experience leading successful change and meeting organizational goals.

KNOWLEDGE/SKILLS/ABILITIES:

1. Demonstrated knowledge in finance, operations and capital planning.
2. Demonstrated leadership skills with a strong focus on operations and business processes.
3. Demonstrated superior coaching and mentoring skills with the ability to attract and develop leaders.
4. Demonstrated ability to impact and influence others positively at all levels.
5. Demonstrated excellent judgement, creativity, critical and analytical skills.
6. Demonstrated ability to foster innovations and successfully implement them.
7. Demonstrated ability to coach, advise and teach others using the principles of adult learning.
8. Demonstrated ability to independently identify issues, plan improvements, measure success and continue improvement.
9. Knowledge of relevant legislation and principles of management, hospital committee structure, conflict management and resolution, system needs analysis and organizational assessment.
10. Ability to use tact and discretion in dealing with health care providers and employees.
11. Demonstrated excellent computer skills with proficiency in Microsoft Office software (e.g. Word, Excel, Power Point and Outlook) and patient information systems.
12. Demonstrated superior interpersonal and communication skills, both written and verbal.
13. Demonstrated commitment to the safety of co-workers and patients.

PERSONAL SUITABILITY:

1. Successful Criminal Record and Judicial Matters Check (CRJMC) is required.
2. Demonstrated ability to work in a team and build teams.
3. Demonstrated ability to develop partnerships and collaborative processes across institutions.
4. Demonstrated effective time management skills with the ability to manage multiple ongoing projects and meet deadlines without creating undue stress among colleagues.
5. Demonstrated commitment to ongoing professional development.
6. Demonstrated professionalism in dealing with confidential and sensitive issues.
7. Demonstrated positive work record and excellent attendance record.
8. Ability to meet the physical and sensory demands of the job.
9. Ability to travel between local sites.

OTHER:

1. Bilingualism is an asset.